

Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 10 Number 26 • April 23, 1996

University and FDA will Work Together to Protect Nation's Food Supply; FDA Plans \$84 Million Facility in College Park



Steny Hoyer, left, and Pres. William E. Kirwan share a laugh at the signing of an agreement April 15 between the university and the FDA. Hoyer was instrumental in moving the plan through Congress.

Pooling their vast intellectual and scientific resources, the university and the Food and Drug Administration (FDA) have agreed to work together to advance food safety research and public policy to protect the nation's food supply.

A formal agreement, signed by Pres. William E. Kirwan and FDA Commissioner David Kessler on April 15, formed the Joint Institute for Food Safety and Applied Nutrition.

The Institute will be housed in a new \$84 million FDA facility planned for College Park. More than 900 jobs from FDA sites scattered throughout Maryland and Washington will be brought to the new location.

This research and academic partnership provides for the sharing of scientists, equipment and facilities that will strengthen the scientific and professional base of both organizations. It will also expand outreach and educational programs for industry and the public.

Congressman Steny Hoyer was instrumental in moving the plan through the House of Representatives. Senators Barbara Mikulski and Paul Sarbanes were also strongly supportive of the partnership.

Hoyer notes that there was little dissent in Congress over this project. The partnership is a good expenditure for taxpayers, he adds.

According to Secretary of Health and Human Services Donna Shalala, "Academia and the government have come together time and time again" both for their own interests and for the national interest.

"This is truly a collaborative endeavor with enormous benefits for both the university and the FDA," says Kirwan. "The Institute provides the opportunity for faculty and students to work in conjunction with the nation's most important food scientists and policy analysts. As well, the university's sophisticated research equipment and animal care facilities can add much to the FDA's research effort without further taxing limited public dollars."

Internationally recognized scientists from the university and FDA will collaborate on research related to various aspects of food safety such as the dangers posed by naturally occurring toxins, studies of nutritional value and evaluation of policies to promote a more nutritious diet for the American public.

The Institute will also focus on studies of consumer behavior and how the public uses food labeling information to make decisions. Graduate and undergraduate students will participate in specialized training, internships and independent research.

"The formation of this partnership and the location of the new FDA facility near the university is a signal of the growing stature of our programs in agriculture and food science," says Kirwan. "It also represents a significant step in the university's plans to attract research institutions and academic organizations to the area near the College Park/University of Maryland Metro Station."

1996-1997 Distinguished Scholar Teachers Announced

Each nominated by fellow faculty members, four campus professors have been named 1996-97

Distinguished Scholar Teachers: Philip DeShong, Madeleine Cottonnet-Hage, David Lay and Phylis Moser-Veillon.

The award annually recognizes those professors who excel at synthesizing their research and teaching interests. Each of the four winners will make presentations next spring as part of the annual Distinguished Scholar Teachers lecture series.

Philip DeShong, professor of chemistry, is one of the most sought after speakers not only by other institutions in the United States, but also by those in the international arena.

DeShong spent Fall semester in Europe at the invitation of the Swiss Chemical Society participating in their Swiss Chemical Society Lectureship.

His research uses computer modeling to help students understand the shapes and biological activity of molecules—how shape leads to function. For example, he will ask his students: "What is it that makes this chair hard? How are you held together? What makes silk feel the way that it does?" He says he tries to make his classes relevant to even non-chemistry majors.

According to professor Bruce Jarvis, who nominated DeShong, he ranks in the top five in departmental teaching evaluations.

"I am very pleased to receive this award," says DeShong. "I am

very serious about teaching undergraduates. It is important to show them that

chemistry plays an important role in everyday life and, with a basic understanding of chemistry, that you can understand a lot of what's around you."

He received his Sc.D. from MIT and has done post-doctoral work at the Swiss Federal Institute of Technology and MIT.

DeShong is a member of the editorial board of The Journal of Organic Chemistry and has been a member on four NIH study sections and an NSF review panel. He has also worked extensively with the Public Health Service.

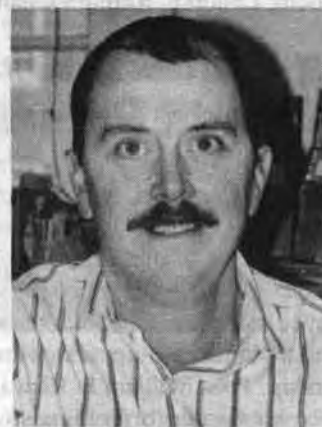
Madeleine Cottonnet-Hage, professor of French, is recognized as one of the top scholars in the field of surrealism by experts in France and the United States. She is also known for her contributions in the field of francophone

studies, having recently finished coediting the "Dictionnaire des écrivaines francophones."

Cottonnet-Hage received her Doctorat de Troisième Cycle from the Université de Nancy in French Literature. After teaching at the

Madison Area Technical College in Madison and the Institut Universitaire de Technologie in Cachan, France, she came to the university in 1978 as an instructor of French.

Her work in the department includes instituting the first course on French women writers, designing a course on francophone writers from Canada, the Caribbean and Africa and assembling a Teaching Assistant Workshop which all the lan-



Philip DeShong



Madeleine Cottonnet-Hage



David Lay



Phylis Moser-Veillon

—continued on page 9



Pres. William E. Kirwan presented Heather Narcum with the Outstanding Student Employer award on behalf of Narcum's employer, Anne Daniel. Daniel could not attend the early April ceremony because she was hard at work as assistant director for the Center for Young Children. Narcum nominated Daniels for the honor.

Outstanding Student Employee and Employer Awards Presented in April

As the culminating event of National Student Employment Week, the Outstanding Student Employee and Employer Awards ceremony was a festive occasion.

Anne Daniel, assistant director of the Center for Young Children, was honored as an outstanding employer of students. Angela Pickerall was chosen as the outstanding student employee by her managers at the Naval Research Lab.

Both women received a plaque, airline tickets and gift certificates. Pickerall also received a \$600 scholarship. Pres. William E. Kirwan was on hand to bestow the honors and praise the Career Center for helping students find part-time work in their fields.

Four students were also named as runners-up: Elizabeth Daher, Michael Klewin, Christina Rushing and Philip Su. Each received a \$100 scholarship.

William Thomas, vice president for student affairs, acknowledged all 63 nominees, while Linda Gast, director of the Career Center, offered opening remarks. Frances Hacker, program director of the Career Center, concluded the afternoon presentation.

Ag Day Activities Go Beyond Farming

Every last Saturday in April, College of Agriculture and Natural Resources students show that agriculture is more than just farming and is a flourishing part of the urban-oriented university.

The 71st anniversary of Agriculture Day will take place Saturday, April 27, rain or shine, and will include activities involving new dimensions of agriculture as well as long-time favorites. The festive atmosphere will include a bug zoo, a petting zoo, educational and computer displays, livestock fitting and showing, food concessions and live entertainment.

"Many people will be surprised by the way in which agriculture touches their lives," associate dean Marla McIntosh says. "Ag Day will involve many active learning displays, entertaining events and demonstrations that allow people to discover what's new and exciting in agriculture."

Some of those displays are the Heart Smart nutrition computer demonstration, which includes a diet assessment; Kids Growing with Grains, where

youngsters of all ages can make grain sculptures; an aquaculture system; World Wide Web demonstrations to "surf" the best agricultural web sites; and a tour of the university's pilot processing plant to see ice cream made.

Student representatives from 12 clubs will be selling food, plants, goldfish and t-shirts. The UM Cavalry will sell golden horseshoes and cavalry hats as well as present a videotaped educational drill. The Institute of Applied Agriculture will have a putting green to show how fields of study like turf management affect recreation.

Most activities will take place in the livestock barns area and the Animal Science/Ag Engineering Complex at the intersection of Regents and Farm drives. The event will run from 9 a.m. to 4 p.m., and parking and admission are free.

Ag Day at Maryland has been an annual event since 1925. It is one of the oldest collegiate agriculture showcases in the nation.

Correction

In the calendar section of the last two issues of Outlook, a lecture titled "If Everybody was King, Who Built the Pyramids? Afrocentrism and Black American History" was listed as being sponsored by Africa and the Americas. We inadvertently did not list the history department as the event's cosponsor.

Outlook's Production Schedule Comes to an End

Our final issue for Spring semester is Tuesday, May 7. The deadline for all copy and calendar submissions is Friday, April 26. (The deadline for the April 30 issue has already passed.) Outlook will publish twice in the summer: June 18 (deadline is Friday, June 7) and July 16 (deadline is Friday, July 5). Have a relaxing summer break and we look forward to seeing you weekly in the Fall.

Last issue of the semester: May 7—Deadline: Friday, April 26
Summer issues: June 18—Deadline: Friday, June 7
July 16—Deadline: Friday, July 5

Glendening Speaks in Favor of Diversity at Annual Equity Council Conference

Gov. Parris Glendening criticized Republican leaders and federal court decisions involving racial matters for what he considers their divisiveness in his remarks at the Eighth Annual Equity Council Conference March 28 in the Stamp Student Union.

"Our courts are merely reflecting the increasingly mean-spirited political rhetoric, the 'I've got mine and no one else matters' politics at the national level," Glendening said.

The governor's remarks come in light of a recent decision made by the 5th U.S. Circuit Court of Appeals that the University of Texas School of Law's admissions policy for African and Mexican Americans. The school maintains a lower cutoff point in terms of grades and test scores for these minorities as compared to those levels held for whites and other minorities, which the court found unjustified.

He accused presidential candidate Patrick Buchanan of "immigrant bashing and race-baiting," and chastised Republican Majority Leader Robert Dole for supporting what the governor called an "'English as the Official Language' policy."

During the speech, Glendening made it clear that he supports diversity among university students.

"Since it is our mission to prepare men and women to go out into America's and the world's richly diverse society, we believe that the university must reflect the world's diversity," he said. "It promotes understanding and accommodation of other people's ways and views."

Glendening also advocates diversity in helping others.

"The people who need help should get it," he said. "If it is in the interest of the state to declare that too many

African Americans are not finishing high school or not going to college or not graduating from college, we should also be able to act on that problem. We should be able to solve it."

The governor also emphasized that his administration recognizes the talents of all groups.

"If I simply made it clear that this is an administration of inclusion and then chose the best available person for each position in my administration, I would, by virtue of the talent pool, have a diverse group of individuals," he said.

Glendening applauded the council for approving a standard for the Banneker-Key Scholarship program that is compliant with the law and the university's and state's goals, and the Board of Regents for its position on affirmative action and the support it gets from the Maryland Higher Education Commission.

In 1994, the 4th U.S. District Court of Appeals decided that the Benjamin Banneker Scholarship program at the university could not be race-specific in only considering African-American applicants.

The equity council, founded in 1984, dedicates itself to addressing topics such as grievance resolution, affirmative action and issues of fairness and bias. The annual equity conference works in combination with ongoing departmental programs to teach the campus community about equity issues.

—LOREN GOLOSKI

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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State Honors Public Relations Professors for Number One Ranking of Program

On April 5, the Maryland State Senate honored five of the university's journalism faculty for their part in creating the college's outstanding graduate public relations program.

The five faculty members are professor James Grunig, associate professor Larissa Grunig, professor Ray Hiebert, associate professor Katherine McAdams and instructor Carol Rogers.

Each professor received a senate resolution that was passed in her or his name. The resolutions state: "Be it hereby known to all that the Senate of Maryland offers its sincerest congratulations in recognition of your commitment and dedication to the quality of education at the University of Maryland at College Park as demonstrated by your outstanding contribution in creating the graduate public relations program at the College of Journalism."

"This program was most recently noted by the U.S. News & World Report magazine as the Top Program in the Nation, an accomplishment which has earned you the tremendous respect of your peers and the sincere appreciation of the citizens of our State."

James Grunig is known internationally as a leader in building public relations theory. He received his bachelor's degree from Iowa

State University and obtained his master's degree and doctorate from the University of Wisconsin.

Grunig is the co-author of "Managing Public Relations" and "Public Relations Techniques" as well as editor of "Excellence in Public Relations and Communications Management."

He won the Pathfinder Award for excellence in public relations research from the Institute for Public Relations Research and Education, and the Outstanding Educator Award from the Public Relations Society of America.

He teaches graduate-level courses in public

relations management, the theory of publics, science communication and global public relations.

Larissa Grunig is also recognized widely as a leader in public relations research and theory. She received her bachelor's degree from North Dakota State University, and she earned both her master's and doctorate degrees in public relations here at Maryland.

Her research interests are varied, including activism and feminist theory. She teaches graduate-level courses in public relations management, ethics in public relations and research design.

Grunig is a former weekly editor and reporter, as well as the author of more than 100 books, chapters, articles, monographs, reviews and conference papers. She was also a winner of the Pathfinder Award.

Both Grunigs direct numerous public relations theses and doctoral dissertations in the College of

Journalism.

Hiebert, a former editor as well as journalism college dean and department chair, received his bachelor's degree from Stanford University. He obtained an M.S. from Columbia University, and an M.A. and a Ph.D. from Maryland.

Hiebert's research and teaching interests include government-press relations, mass media and society, international communications and public relations.

McAdams is a former public information director and research associate. She received her B.A., M.A. and Ph.D. from the University of North Carolina.

Some of her research interests include news, feature and public relations writing and techniques for improving journalism education.

She teaches public relations techniques and writing, as well as mass communication research and an orientation to the profession.

McAdams was a correspondent for the Durham (N.C.) Morning Herald and the University of North Carolina news bureau.

Rogers received her bachelor of arts degree from

Tusculum College and her M.A. from George Washington University. She teaches classes in public relations writing and programs. Rogers also advises the campus chapter of the Public Relations Student Society of America.



Lauri and Jim Grunig



Ray Hiebert



Carol Rogers



Kathy McAdams

Vicky Foxworth's Influence Helps Make Maryland a More Diverse Community

A woman of principle, commitment and courage. Also a woman of influence. Vicky Foxworth, the staff winner of the 1996 Women of Influence awards, integrates her values into her work.

"I am extremely pleased that there is recognition of efforts in trying to improve the climate for gays, lesbians and bisexuals," says Foxworth. "To be honored as one of many people who have worked hard on that issue, I feel especially proud."

Michael Marcuse, associate professor of English, nominated Foxworth for the honor which was presented by the Undergraduate Women's Leadership Committee.

"Her personal poise and charm, and the gentle firmness of her personality, combined with an unfailing professionalism, make Vicky Foxworth a fine mentor for those willing to help promote respect for differences, and an end to all forms of violence against the dignity of all persons," said Marcuse in his nominating letter.

As co-chair of the university's Diversity Initiative, Foxworth has played a large part in increasing Maryland's national standing as an institution committed to the practice of valuing diversity.

She has helped the initiative grow from a two-day program to a week-long event to an ongoing initiative. She has been instrumental in disseminating over 50 matching grants to campus units and student organizations for diversity pro-

jects and programs through the initiative's matching grants committee.

Foxworth also oversaw the production of the new campus video, "Moving Toward Community: The Diversity Initiative at the University of Maryland at College Park." She helped create the classified relations committee of the Diversity Initiative intended to increase communication and connection among classified employees, and between classified employees and students and faculty on campus.

"The addition of sexual orientation to the university's Human Relations Code owes much to Vicky's leadership, as does the [evolution] of our Lesbian and Gay Staff and Faculty Association, which she chaired in 1994 and part of 1995," Marcuse added in his nomination.

Foxworth notes that she is committed to equal rights and justice for gay, lesbian and bisexual people on campus.

"Particularly in the push for domestic partner benefits," says Foxworth, "I believe very strongly that to not pay employees the same wages for the same work is wrong. Gay, lesbian and bisexual members of the campus who are in domestic partnerships, as well as heterosexual couples who are in committed domestic partnerships, should have the same rights as everyone else on this campus."

Foxworth says she is very concerned about the campus climate. "I see that the climate is not as good as it may appear for gay, lesbian and bisexual

people. Many students feel extremely isolated and there are faculty and staff on this campus who are terrified of coming out."

Foxworth says she has seen students who have experienced everything from death threats to negative name calling. Many are invisible and feel isolated from each other.

"So, one of my commitments is to improve the campus climate, to help educate others in the campus community about gay, lesbian and bisexual issues. I think that fits in perfectly with the campus diversity mission that President Kirwan has so eloquently stated on many occasions," she adds.

Last year, she founded the Lesbian/Bisexual Women's Hour, a weekly support group that helps reduce the social isolation that many lesbian and bisexual students face, even in a community that values diversity.

Foxworth is revered for being an effective trainer. In the campus's Sexual Harassment Prevention Program, she has mentored close to 100 faculty, staff and student trainers who, since 1992, have conducted more than 300 workshops facilitating a safer and more comfortable atmosphere on campus for all women and men.

Says Foxworth of her work in this program, "I have found myself very committed to wanting to create a safe work and learning environment for all people on the campus. [However] women tend to receive the most extreme forms of sexual harassment,"

she notes. "I've seen what a devastating impact sexual harassment can have on somebody's life."

This program has been replicated on other campuses around the country and has recently received renewed funding from Pres. Kirwan's Cabinet.

Foxworth was a member of the very first AIDS Awareness Week steering committee and organized the Personal Stories panels held during the first three or four years of AIDS Awareness Week.

Presently, Foxworth is attending the University of Maryland School of Social Work, where she is working on a master's degree while continuing to work in the human relations program office.

She also earned a master's degree in training and development at George Washington University and has studied British literature at Oxford and film at the American Institute in Paris.

Foxworth says she found herself on her current career path when she traveled by herself for eight months through many parts of the world. That trip piqued her interest in cross-cultural communication.

Her job in the human relations programs office "is the perfect fit for me," adds Foxworth. "The things that I love to do are training; working with units to help them with problem-solving and team building; and strengthening interpersonal communications within a unit, particularly around diversity issues."

—JANET CHISMAR

Calendar of Events April 23-May 2

Tuesday, April 23

Department of Women's Studies

Lecture: "Visualizing Anne Frank: What Can an Installation Accomplish that Written Word Cannot Do," Evelyn Beck, 12:30-2 p.m., 2101 Woods Hall. 5-4975.

Physics Department Colloquia: "Getting Science in the News," Curt Suplee, national editor of the Washington Post, 4 p.m., 1410 Physics Bldg. 5-5945.

Peer Computer Training Workshop: "Introduction to HTML," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

CPR Class: learn Adult CPR and choking skills, 6-9:30 p.m., 3100E University Health Center, must register in advance in 2118 University Health Center, \$10 for students, faculty and staff. 4-8132.*

Lecture: "Sexualities and Trans-National Migration," Maria de Lourdes Arguelles, 7:30-9:30 p.m., 0200 Skinner Bldg. 5-6889.

Wednesday, April 24

CPR Class: learn adult CPR and choking skills, 9 a.m.-noon, must register in advance by calling 4-8103, \$15 for students faculty and staff, IRS forms accepted.*

Institute for Systems Research and Department of Electrical Engineering Lecture: "Research Challenges in the Implementation of Wireless Networks for In-Building Communication," Srinagesh Satyanarayana, department of microelectronics devices, circuits and systems, Philips Research, 2-3 p.m., 1112 A.V. Williams Bldg. 5-6634.

Institute for Systems Research Seminar: "Linear Control Problems Can Be Hard to Solve," Vincent Blondel, Institute of Mathematics, University of Liege, Belgium, 2:30-3:30 p.m., 2168 A.V. Williams Bldg. 5-6634.

English Department Annual Petrou Lecture: "Digital Research in Humanities: Community, Collaboration and Intellectual Technologies," John Merritt Unsworth, University of Virginia, 3:30 p.m., Susquehanna Auditorium. 5-3809.

Astronomy Department Colloquia: "Extinct Radioactivities in the Primitive Solar Nebula and Triggered Star Formation," Al Cameron, Harvard Center for Astrophysics, 4 p.m., 1113 Computer and Space Sciences. 5-0282.

Stress Management Peer Education Workshop: 5-6 p.m., 2101 University Health Center. 4-8140.

Peer Computer Training Workshop: "Internet Technologies," 6-9 p.m., 3332 Computer Science Center. 5-2941.*

CPR Class: learn adult CPR and choking skills, 6-9:30 p.m., 3100E University Health Center, must register in advance in 2118 University Health Center, \$10 for students, faculty and staff. 4-8132.*

Art and Learning Center Lecture: Photographer Frank Van Riper will provide a slide show and discussion, 7-9 p.m., Parents Association Gallery, Stamp Union. 4-9814.

National Archives Music Performance: a two piano performance of Holst's "The Planets," 7:30 p.m., National Archives

Auditorium in College Park. (202) 501-5000.

Thursday, April 25

Molecular and Cell Biology Program Seminar:

"Studies on the Mechanistic Aspects of E. coli GroEL/GroES Assisted Protein Folding," Zhanglin Lin, noon-1 p.m. 5-6991.

Institute for Systems Research Lecture:

"Control Concepts for the Intervention and Interrogation of Molecular Dynamics," Herschel Rabitz, Department of Chemistry, Princeton University, 2-3 p.m., 2168 A.V. Williams Bldg. 5-6634.

Department of Meteorology Seminar: "Large and Small-Scale Mixing in the Stratosphere," Steven Babin, John Hopkins University, 3:30 p.m., 2114 Computer and Space Sciences. 5-5392.

Department of Materials and Nuclear Engineering Seminar: "Risk Assessment in Nuclear Engineering," G. Apostolakis, 4 p.m., 2110 Chemical and Nuclear Engineering Bldg.

Committee on the History and Philosophy of Science Colloquia: "Metagons in Killer Parametia: Problems of Reproductivity and Objectivity," Nancy Hall, 4 p.m., 1117 F. Scott Key Hall. 5-5691.



Musical Planets

On Wednesday, April 24 at 7:30 p.m., the National Archives will present a free performance of Gustav Holst's "The Planets" at the National Archives auditorium at College Park.

Sophia Pallas and Julian Trail will play the original two-piano version of the composition inspired by the composer's fascination with astronomy. The performance will be accompanied by a video presentation of archival planetary images and works of art produced by the Johns Hopkins University Applied Physics Laboratory. Pallas and Trail have performed together since 1989 in the Washington, D.C., metropolitan area.

Pallas received her bachelor and master of music degrees in piano performance from Maryland. She has appeared in the Washington area as a soloist, accompanist and collaborative artist. Pallas teaches piano and theory at the American University preparatory music division and in her private studio.

Julian Trail has performed with orchestras and chamber ensembles throughout the eastern United States. His popular music history courses have been featured and reviewed in Washingtonian Magazine, U.S. News & World Report, and The Washington Post.

At this event, there will be a small display of documents from the National Archives, the International Piano Archives at Maryland and the Music Library of the University of Maryland. Document viewing begins at 7 p.m. in the National Archives auditorium lobby.

The public events recording at (202) 501-5000 gives information about free National Archives programs.

ENRE Seminar: "Predictive Maintenance," Richard Barrett, Wilcoxon Research Corp, 5:15-6:15 p.m., 1100 ITV Bldg. 5-3898.

Peer Computer Training Workshop: "Introduction to WordPerfect Windows," 6-9 p.m., 3330 Computer Science Center. 5-2941.*

National Archives Film: "Abe Lincoln in Illinois," 7 p.m., National Archives Theatre on Pennsylvania Ave. NW. (202) 502-5000.

Asian Pacific American Heritage Month Film Festival: "Asian American Humor and Satire," 8 p.m., Hoff Theater. 4-7121.

Friday, April 26

Center for Renaissance & Baroque Studies Symposium: "Teaching Gender in the Early Modern Period,"

8:30 a.m.-5 p.m., 2111 Stamp Student Union, ticket required. 5-6830.

National Archives

Film: Lincoln: The Making of a President, noon, National Archives Theatre on Pennsylvania Ave. NW. (202) 502-5000.

Saturday, April 27

National Archives

Lecture: Curator Lisa Auel will discuss her exhibition in the Circular Gallery "Tokens and Treasures: Gifts to Twelve Presidents," noon, 105 National Archives. (202) 501-5000

Concert Society at Maryland:

Muir String Quartet, "Beethoven Cycle III," 8 p.m., Ulrich Recital Hall. 403-4240.*

Sunday, April 28

Concert Society at Maryland:

Muir String Quartet, "Beethoven Cycle III," 3 p.m., Ulrich Recital Hall. 403-4240.*

Asian Pacific American Heritage Month Cultural Program:

"Sri Lankan Cultural Banquet," 5-9 p.m., Atrium, Stamp Union. 4-1202.

Monday, April 29

College of Agriculture

Seminar: "Studies on Mechanisms of Black Locusts Resistance to the Locust Leafminer," Yongping Zheng, 4 p.m., 1102 Holzapfel Hall. 5-4356.

Honors Faculty Discussion Group: Ron Terchek will lead one of two sessions following his lecture in HONR 169Z on Gandhi, 5:15-6:30 p.m., 0120 Anne Arundel Hall. 5-6771.

Peer Computer Training Workshop: "Intermediate HTML," 6-9 p.m., 3330 Computer Science Center. 5-2941.

Student Union Program Council

Lecture: on race relations in the U.S. "Snapshots: Glimpses of America In Change," Anna Dearere Smith, 7:30-8:30 p.m., Hoff Theatre. 4-8498.

Tuesday, April 30

National Archives Lecture: John Waller will discuss his book "The Unseen War in Europe: Espionage and Conspiracy in the Second World War," noon, National Archives Theatre. (202) 501-5000.

National Archives Afro-American

History Society Lecture: "Black Settlements in the West: A Cartographic Study, 1823-1906," noon, National Archives at College Park, room E. 713-6625.

Physics Department Colloquia: "Granular Solids, Liquids and Gases," Heinrich Jaeger, University of Chicago, 4 p.m., 1410 Physics Bldg.

CPR Class: learn adult CPR and choking skills, 6-9:30 p.m., 3100E University Health Center, must register in advance in 2118

Literary Feast

Louise McClelland Urban, pictured right, will be featured at a Book & Author Luncheon on May 4 from 11 a.m.-2 p.m. in the Executive Programs Atrium of Van Munching Hall. McClelland Urban is a member of the faculty and author of "Hugo Wolf: Letters to Melanie Köchert." The event is sponsored by the Friends of the Maryland Summer Institute for the Creative & Performing Arts.

The luncheon will also feature Tim Page, music critic for The Washington Post and author of "William Kapell: A Documentary Life History of the American Pianist."

The cost of the Book & Author Luncheon is \$30. This cost includes a full-course lunch, program, book signing, door prizes and one free ticket to a Rossborough Festival piano recital July 21 to 26.

For more information, call Laura Kafka at 403-8370, ext. 20.



University Health Center, \$10 for students, faculty and staff. 4-8132.

Wednesday, May 1

Molecular and Cell Biology Program Spring 1996 Seminar Series: "Dissecting the Protein Kinase C / MAP Kinase Signaling Pathway of Yeast," David E. Levin, Johns Hopkins University, noon-1 p.m., 1208 Zoology-Psychology. 5-6991.

Astronomy Department Colloquia: Holland Ford, Johns Hopkins University, 4 p.m., 1113 Computer and Space Sciences. 5-0282.

Stress Management Peer Education Workshop: 5-6 p.m., 2101 University Health Center. 4-8140.

CPR Class: learn adult CPR and choking skills, two night class, 6-9:30 p.m., 3100E University Health Center, must register in advance in 2118 University Health Center, \$20 for students, faculty and staff. 4-8132.*

University Theatre: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre, \$10, \$7 students and seniors. 5-2201. (V/TTY)*

Thursday, May 2

Department of Materials and Nuclear Engineering Seminar: "Magnetic Materials," G. Hadjipanayis, 4 p.m., 2110 Chemical and Nuclear Engineering.

Committee on the History and Philosophy of Science Colloquia: "Localization as an Explanatory Principal in Biology: the Case of Vision," Robert Olby, 4 p.m., 1208 Zoo-Psychology. 5-5691.

Institute for Systems Research Lecture: "Developments in Wireless Communications," Allen H. Levesque, GTE Laboratories, 5-6 p.m., 2460 A.V. Williams. 5-6634.

ENRE Seminar: "Reliability of Ferroelectric Devices," Joseph Benedetto, Army Research Laboratories, 5:15-6:15 p.m., 1100 ITV Bldg. 5-3898

CPR Class: learn adult CPR and choking skills, two night class, 6-9:30 p.m., 3100E University Health Center, must register in advance in 2118 University Health Center, \$20 for students, faculty and staff. 4-8132.*

University Theatre: "Abducting Diana" by Dario Fo, adapted by Stephen Stenning, 8 p.m., Pugliese Theatre, \$10, \$7 students and seniors. 5-2201. (V/TTY)*

Nyumburu Center Eases into New Home

The Nyumburu Cultural Center is packing up and moving over to its new location this month. The grand opening won't be until Fall, but a few events, including those for the African-American Arts Festival, and classes will be held there now, says J. Otis Williams, director of the Nyumburu Cultural Center.

The new facility will be a change for the better. The center has been crammed into one large room and a small office, located on the second floor of the South Campus Dining Hall since 1976.

The new building includes a large multi-purpose room, a student lounge, four offices for student organizations, a game room, kitchen, offices for the center staff, an art gallery, a student computer room, an administrative conference room and lounge, a library and offices for the Black Faculty and Staff Association and the African-American alumni organization.

Outside the new center is a large amphitheater which many students are enjoying in-between classes with the increasing good weather.

It cost \$4 million to reconstruct the Mill Building into the new center. The new Afrocentric plan of the building was designed by Paul Taylor, assistant director for programming and design in the department of architecture, engineering and construction.

"It has to be seen to be appreciated," says Williams. The motifs have significant meaning based on West-African traditions. Metal plaques are located throughout the building explaining the different traditions represented, Williams adds.

He stresses that with the new facilities, the goals of the center have not changed. "Our mission is to educate the university community on the accomplishments and the positive



cultural aspects of African-American culture."

Everyone has the opportunity to participate in the activities sponsored by the center and Williams says he hopes by having a better facility, it will be easier for students to access their services.

"We hope students feel better about the facilities, themselves and the campus," says Williams. The degree this happens depends on the individual, notes Williams.

The new home for the Nyumburu Cultural Center resulted from a series of protests by black students who felt the campus environment was hostile to them and failed to meet African-American student needs.

Pres. William E. Kirwan established a committee of faculty, staff and students to address these concerns, which proposed the Mill Building site as the new Nyumburu Cultural Center.

Kirwan has worked hard on this project, says Williams. The president will be a key speaker during the grand opening events in the fall. Williams encourages all faculty, staff and students to attend the event next semester.

—KATIE CASEY



Photo by Scott Suchman

Goff Memorial Run Raises Scholarship Funds

A 10K memorial scholarship run in memory of the members of the Goff family killed last summer in Potomac will take place Sunday, May 19 in Montgomery County.

The entry fee for the run, which will begin at 8 a.m. at the Montgomery Mall in Bethesda, is \$18 if received by May 5 and \$25 if received after this date.

The University of Maryland Foundation, Inc., is seeking sponsors who are willing to make tax-deductible contributions ranging from \$25 to \$5,000. The donations will go toward four scholarships established at the uni-

versity, each in memory of one of the slain family members.

Each runner will receive a multi-colored t-shirt, and the top male and female finishers will receive trophies and prizes. Trophies will go to the male and female winners in seven different age groups. The USAT&F-sanctioned race will begin with a pre-race warm-up by the Sergeant's Program.

A two-mile "Fun Run" will start at 8:15 a.m. for those who do not wish to join in the 10K race.

Montgomery Mall, Nordstrom, and The Bomstein Agency are sponsoring

the event, and Lt. Gov. Kathleen Kennedy Townsend and Scott Goff are honorary co-chairs.

David Goff, along with his three daughters Alyse, Andrea and university student Sheri, were murdered in their Potomac home last July.

Application forms should be sent to Goff Memorial Run, P.O. Box 60347, Potomac, MD 20859. Checks should be made out to The University of Maryland Foundation, Inc.

For more information, call the Goff Memorial Run Hotline at (301) 369-1603.

Maryland Industrial Partnerships Announce Industry Winners

In the future, ultrasound may be the most accurate and safest method to detect tumors. It will enable physicians to perform procedures more simply and efficiently.

Marvin E. Lasser Inc., a newly-announced Maryland Industrial Partnerships matching grant winner, intends to develop an enhanced ultrasound imaging system with the research assistance of George Harrison, associate professor in the department of radiology/oncology at the University of Maryland at Baltimore School of Medicine.

Their MIPS project combines infrared and ultrasonic images that can analyze tissue and produce a 3-D image for physicians to picture. For example, visualizing organ tumors in 3-D will allow the doctor to perform in-depth microanalysis and detailed localization. Both procedures would be conducted at only a fraction of the cost of MRI's CT scans and other emerging technology.

For more than eight years, MIPS has been awarding matching grants on a competitive basis for research projects involving Maryland companies and faculty members at the University of Maryland institutions. MIPS provides university expertise to Maryland companies for process and product

development, to promote economic development in the state of Maryland.

Norris Electro Optical Systems Corporation is marketing innovative technology for air traffic control. This company is developing a system which will allow pilots to see through fog and visualize a lighted runway on their control panel. Centering on the lighted runway will allow pilots to successfully land an airplane in poor visibility. Douglas Currie, in the physics department at Maryland, is conducting the research for Norris.

MIPS awards renewable matching funds of up to \$70,000 annually (\$50,000 for start-up firms) for projects judged by a panel of industry, government and academic experts. It awarded 31 matching grants to companies in this round. Seven of these are for continuation of current projects.

The deadline for the next round submissions is May 1.

MIPS is a program of the Engineering Research Center which promotes interaction between the university and industry in technical and scientific areas.

For further information on the MIPS program or how to apply, contact the MIPS office at 405-3891.

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (*)

In the absence of a calendar editor, all calendar information for Outlook is downloaded directly from inforM's master calendar, located on the Internet. The editors regret that we are unable to accept calendar items at the Outlook office. However, submissions to inforM can be made by e-mail to: calendar@umail.umd.edu or by mailing the information to the inforM office at 2107 Stamp Student Union. To reach the inforM calendar editors by phone, call 405-0825.

Please note that the inforM calendar editors do not work for Outlook. They do, however, graciously welcome items for submission and input the information, ensuring a comprehensive calendar for both inforM and Outlook. Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Leading Students to Leadership

Kirwan Imparts Words of Wisdom to College Park Scholars

"There's never been a more important time to address the issue of leadership," says Nance Lucas, faculty director of the College Park Scholars Public Leadership and Participation Program. The program's mission is to foster the next generation of public leaders.

"We live in a time where there's continuous erosion of civic engagement and public trust in our leaders," adds Lucas. "Our world and our local communities are calling for citizen leaders who are prepared to work collectively for positive change."

Pres. William E. Kirwan offered personal observations to the College Park Scholars on leadership issues April 10.

"The qualities which provide leadership in one setting are not necessarily transferable to another setting," said Kirwan. "The qualities are not timeless. Circumstances more often select leaders than the other [way around]."

Kirwan remembered how shocked he had been that Winston Churchill, perhaps the greatest leader of World War II, was voted out of office after the war because he was perceived to lack skills important for transition to a peacetime economy.

And Abraham Lincoln, said Kirwan, was an undistinguished congressman before he chanced to become a great wartime president.

Kirwan suggested four human characteristics which he thought might be universally valuable for leaders. "The first of these is the ability to articulate a vision that stirs others to action," said Kirwan. "Coupled with that is the ability to make things that are very complex seem simple; to reduce difficult circumstances into a more basic concept ... that stirs people's emotions."

Kirwan cited Martin Luther King Jr.'s famous "I Have a Dream" speech of 1963 as an outstanding example of how to articulate a vision and move others to action. Upon hearing the speech, Kirwan said, he could not help getting tears in his eyes and goosebumps—even to this day.

"It was the most dramatic, stirring, oration that I have ever witnessed," said Kirwan. The message he conveyed is "that we just need to live together as people. The effect of those words were extraordinarily powerful, and they did stir people to action."

The next quality Kirwan described is the ability of a leader to "rise above the fray." Said Kirwan, "Leaders have to be able to capture the high ground; set goals and directions and vision but not get caught up in the details of the strategies that are necessary."

The fourth quality is the ability to "be of the people but not one of the people," said Kirwan. In Winston Churchill's stirring speech after the British troops were

evacuated from Dunkirk, said Kirwan, Churchill repeatedly used the rhetorical "we." Said Churchill, "We shall fight on the beaches, we shall fight on the landing grounds, we shall fight in the fields and in the streets."

"That's powerful stuff, that's inspirational stuff," Kirwan added. "But no one listening to that speech honestly thought that he [Churchill] was going to be fighting on the hills or on the beaches. ... No one expected him to go pick up a gun and man the barricades."



Pres. William E. Kirwan spoke about leadership to the College Park Scholars Public Leadership and Participation students on April 10.

Kirwan's final example of extraordinary leadership, Shawnta Watson, was a campus Banneker scholar about seven years ago, when many people were concerned about investment in South Africa.

Watson's leadership lay in her ability to convey "unrelenting selfless commitment to a cause," said Kirwan. Her efforts against university investments in South Africa culminated at a Board of Regents meeting.

A group of silent protesters holding placards encircled the board members. The members couldn't help but feel uncomfortable with the clear message that South African investments were unacceptable, said Kirwan. In no time, he added, the Regents voted to divest the university of all such investments.

The CPS Public Leadership and Participation Program has begun to try to instill such leadership skills. Because it is a new program, the initial group of approxi-

mately 50 students is limited to freshmen.

Gardiner Tucker, assistant faculty director of the program, said they find mentors for the freshman participants among upperclass student leaders. Through the example of the mentors and active involvement in campus life and service, students are helped to integrate social, emotional and political skills.

Tucker coordinates two programs that bring students in the program together with less-advantaged local children. He also has helped organize several overnight retreats, that employed games to simulate leadership issues.

One recent retreat game used poker chips to simulate random allocation of power and resources. As the game progressed, the students became progressively more emotionally invested.

Said Tucker, "At the end we debrief them. We talk about what it felt like to have a lot of access to decision-making, because the ones with the most chips could have made decisions that some of the others couldn't. It helps to get at issues of power and privilege, and how people are excluded in our society merely because of resources sometimes."

The College Park Scholars Public Leadership and Participation Program is sponsored by the Center for Political Leadership and Participation, in partnership with the College of Behavioral and Social Sciences, the Department of Government and Politics, and the School of Public Affairs.

—SARAH LESHER

Boot Camp Prison Expert Calls for Overhaul of Camps for Women

Women should not be admitted into boot camp prisons with men, says Doris Layton MacKenzie, the criminology professor well-known for her 1994 eight-site study of boot camp prisons.

In a recent seven-site study of women in boot camp prisons, MacKenzie found "major problems for women in camps that combined men and women." These problems include women's inability to meet the physical demands of a boot camp prison designed for men, restrictions placed on women's activities to protect them from abuse and harassment from the male inmates, and problems with sexual behavior.

For instance, several pregnancies occurred in one camp, resulting in the male and female programs being separated. And, although none of the female inmates reported being touched sexually by a staff member, there were complaints of unwarranted invasions of privacy.

Says MacKenzie, the few women who did enter the boot camp program were apt to drop out, especially in those camps where men and women were combined.

Boot camp prisons are modeled after the basic training of military recruits, and rely on strict discipline, mandatory participation in military drills, physical training and hard labor. Inmates are typically young, nonviolent offenders. Although MacKenzie's previous study found little evidence that the military atmosphere alone will change offenders, she says that the camps have a positive impact on the attitudes of

offenders. She also found that camps emphasizing treatment and aftercare may lower recidivism rates of graduates.

MacKenzie visited six randomly selected boot camp prisons that housed 69 women, although there were a total of 143 women's beds available. A seventh site was selected because it housed a large number of women. Of the six randomly selected, four integrated men and women, and two were separate camps for women. The seventh site was partially integrated, with some activities shared and others separated. Instructors and staff were interviewed, and the facility design, structure and operation examined.

For women who had been victims of abuse, the boot camp experience was particularly negative. Inmates report being pushed by drill instructors and being verbally abused. "I was physically and mentally abused and just being here reminds me of it," said one woman. "We are concerned that many women, particularly those who dropped out of the program, left with added scars and diminished self-confidence," said MacKenzie.

According to MacKenzie, many departments of corrections opened boot camp prisons to women to give them equal access to the early release opportunity and therapeutic programming offered by the camps. "But women's experiences in these programs were not the same as those of men," notes MacKenzie. "If we are to give women and men these same opportunities, we need to design boot camps to be compatible with the

needs and characteristics of women offenders."

Although women in separate boot camp prisons fared better than those in integrated camps, MacKenzie found that boot camp prisons in general failed to address several important needs of women. These needs include seeing their children and improving their occupational opportunities. In addition, women with substance abuse problems reported receiving little treatment, and few victims of domestic abuse received counseling on how to handle the situation once they returned home.

The majority of the women surveyed had children with whom they would be living after release. Most were the sole source of financial support for themselves and their children. They were serving time for nonviolent crimes, and a large percentage had prior contact with the criminal justice system. Many had substance abuse problems and histories of abusive relationships.

The women in the camps were found to be similar to the men in the type of crime committed and the percentage who were employed. They differed in age, however. While women were 23 to 29, men were 19 to 24. MacKenzie suggests that age restrictions for eligibility may be one reason why there are so few women in boot camps. Four of the sites had an upper age limit of 25 for participants. "If women offenders are on the average older than men when they enter prison, they may in effect be excluded only because they do not meet age requirements."

Aging Parents Face Challenges in Caring for Adult Offspring with Disabilities

As more people are living longer, parents and their children are facing new issues in our aging society. This is particularly evident for aging parents who live with and care for their adult offspring who have lifelong disabilities.

These parents, in particular, balance to keep their families intact for as long as possible. However, it becomes a struggle for them to plan for their son or daughter's future once they can no longer care for them, says Gregory Smith, assistant professor of human development.

Smith is presently studying older parents who live with adults with chronic mental illness through a grant from the Graduate Research Board. While the attention to the need for educational and socialization of young children is abundant, the needs of older persons with disabilities and their families are different and often ignored, says Smith.

Today, an adult of 65 may still be cared for by his or her mother who is 85-years old, or older. Many services for persons with disabilities are oriented toward young children but few are for adults. Smith, who has been at the university for five years, is using his research to raise awareness of the needs of adults with disabilities. These families need to know how to plan for the future of their offspring and how to care for him or her for as long as possible.

He began this research while working as a research associate at the Ringle Institute of Gerontology at the Nelson A. Rockefeller College of Public Affairs and Policy at the State University of New York, Albany. There, he received his first grant to study older mothers of adults with mental retardation from the National Institute of Aging. In turn, the results of this study lead to a project funded by the Center for Educational Research and Development. He evaluated an intervention program for families to help them learn about services, gain support from each other and begin to plan for their offspring's future.

Smith has found that strong emotions complicate this subject, especially for the families. It is difficult for parents to give the responsibility of primary caregiver to someone else once they realize they can no longer care for their offspring themselves.

He describes how a mother struggled to let go and allow her daughter to go to day-care in order to give both of them more independence. "The emotion involved here is very strong," says Smith.

One of the major problems Smith sees for parents is

that there are not enough adequate placement services for adults with disabilities. Ideally, most parents would like for their adult offspring to live with their other children once they are no longer capable of caring for them. Yet, parents realize the burden that siblings would be assuming, says Smith, and many acknowledge that it is too great.

Properly-run group homes are a second option. These are homes with five to 10 adults with disabilities living together with a staff member. Rather than a large institution, the environment is more home-like. "There aren't enough of these homes to go around," points out Smith. More than likely, a group home would not be available at the right time, which makes planning difficult.

One of the aspect of his research is to find out how many families are actually planning for the future of their adult children. He says he is surprised by the accuracy of his initial predictions. Smith correctly assumed that few families engage in any sort of planning: "Less than half had concrete plans in place for the future of their son or daughter."

The findings are alarming, according to Smith. However, "you can't blame the parents," he adds, "it is hard to deal with."

Smith's current study compares the permanency planning of families of adults with mental retardation with families of adults with chronic mental illness, like schizophrenia, major depression or bipolar disorder.

The goals of the study include identifying factors to help the making of permanent future plans, identifying factors related to the psychological well-being of care-giving parents and looking at patterns of formal service and use of these by families. The study includes families in Maryland, Virginia, Pennsylvania, New Jersey, New York, Massachusetts and Vermont. Smith is collaborating with colleagues in SUNY-Albany to complete all his research.

Smith says this study is based on the assumption that there are differences between the situations of

parents with mental retardation and chronic illness.

Usually, the family finds out early in a child's life about his or her mental retardation. Parents will deal with a chronic sorrow that their child will not develop like other children. However, they learn to adjust and cope, says Smith. Often in their old age, parents gain a sense of companionship from their adult child.

In contrast, chronic illness can be diagnosed much later and take the family by surprise. One mother that Smith interviewed cared for her daughter who, after receiving a doctorate in biochemistry, suddenly became diagnosed with manic depressive disorder. This mother now has to help her adult daughter shop and pick out her clothes.

There are different ways these parent cope with their child's condition. It is important to make these kinds of comparisons in order to find out the best ways to help these families, says Smith.

In response to these problems, Smith will be joining others in Chicago for a conference on research advances in late-life family caregiving of adults with disabilities funded by the National Institute on Disability and Rehabilitation Research, the Bureau of Health Professors and the Administration on Aging. The forum will bring together a small group of leading researchers to brainstorm and make recommendations for family support policies.

The study of aging is important to Smith who tries to increase the awareness of gerontology on campus. He teaches several gerontology courses in human development including EDHD 400, Introduction to Gerontology. Undergraduates with an interest in aging take the course from diverse majors including psychology, sociology, criminology, business, family studies and biology.

"Students realize we are living in an aging society," says Smith. "They observe it in their elderly relations and neighbors and the class helps them to understand the aging process better."

—KATIE CASEY



Greg Smith also teaches courses in gerontology.

Libraries CQI Efforts Ensure that Books are on the Right Shelf

More than 2 million books are reshelfed in the campus libraries' stacks each year, requiring more than 800 hours of labor per week. Eight times out of 10, users of the on-line catalog VICTOR will find that the materials they seek are located exactly where VICTOR says they should be.

But research completed by the libraries over the last year or so has shown that library users are not satisfied with an 80 percent chance of finding what they need, especially during the end-of-semester crunch.

As part of the many Continuous Quality Improvement—or CQI—efforts on campus, the libraries began taking significant steps last year to improve the quality of the services they provide. After completing a CQI orientation seminar in the fall of 1994, a group of campus libraries staff members identified the two areas which needed the most improvement: internal communication and the availability of materials.

The Internal Communication team leader, Anne Turkos, works in the Collection Management and Special Collections division. Philip Vandermeer of the Music Library led the Availability of Materials team. Both teams completed their original improvement plans last

year and now face the challenge of maintaining enthusiasm as they work to continue implementing those plans.

"We are currently trying to keep the CQI approach as a viable option for how we manage the libraries," Turkos says. Although some of these plans have come to fruition, many of the libraries' CQI goals are on hold while the search continues for a new libraries director to replace H. Joanne Harrar.

The Availability of Materials team produced its final report in July 1995 which stated that "shelf availability may be one of the few library 'problems' that spending money will solve." The team found that users' frustration with not being able to access their desired materials peaks during the last four to five weeks of the fall and spring semesters, when students tend to use the libraries most frequently.

Danuta Nitecki, associate director for public services, sponsored several of the libraries' CQI efforts. She says the staff, especially in McKeldin, were unable to keep up with reshelfing.

To increase shelf availability, the libraries hired trained specialists from an outside company to effectively double the amount of hours spent reshelfing materials during these busy weeks.

"It worked. It's a very nice example of a problem that was solved and the solution had rippling effects," Nitecki says, citing a decrease in the amount of time staff members spent telling users why their materials were nowhere to be found.

Joe McHugh, a resource librarian at McKeldin Library, led the group that set up a libraries home page on the World Wide Web last September. The web site, which is still under development, contains much of the same general information found on the colored paper handouts available in the library lobbies. The goal over the next year or so, according to McHugh, is to also include departmental policy information and job postings on the web site.

"All sorts of departmental procedures which typically were squirreled away in looseleaf binders are now in a central depository—that's the goal we're aiming toward, the idea of having all your rules and procedures available in a location where it's at everybody's fingertips," McHugh says.

The Internal Communication team led by Turkos used several CQI methods, including focus groups and survey research, to develop a plan for implementation of the team's goals. This

implementation plan, presented to the entire libraries staff in July 1995, contained four specific goals: (1) Strengthen and expand communication between and among divisions, departments and units to overcome a sense of isolation and inequity; (2) Make available and encourage job and communication skills training; (3) Utilize a management philosophy which empowers employees and promotes trust; and (4) Increase the effectiveness of communication channels.

As a result of this plan, guided walking tours are being offered to staff members to familiarize them with the facilities in all the libraries, not just in their own departments. Displays containing photos of library staff members have been set up in several departments.

Turkos says these efforts, while only scratching the surface of what may unfold once a new libraries director is chosen, have already made significant improvements. "There was certainly an uplifting of staff morale, a sense that CQI is a positive force for change in the libraries," she says. "People are focusing on communication more than they ever have before."

—MEREDITH TCHERNIAVSKY

Holding Families Together: Family Service Center Reaches Out

Providing assistance to families dealing with divorce and separation, parenting issues, family crises, violence and substance abuse is no simple task. But a dedicated group of 16 to 20 therapy interns, under the guidance of professional family therapists in the department of family studies, do just that.

The team forms the backbone of the Family Service Center's marriage and family therapy program. The center provides these services at a modest cost to more than 450 new families every year from the Maryland and Washington, D.C., metropolitan area.

Ned Gaylin, director of clinical education and training, says clients get the best of both worlds: the enthusiasm and energy of students and the supervisory guidance of professionals.

The interviewing rooms, which are used for counseling sessions, are arranged in one row of four. Supervisors can watch and listen to the students' interactions with clients from an observation deck, positioned above the interviewing rooms. The observing supervisors can then call into the rooms through call boxes, which the clients can hear or phone lines,

which are private.

Students are phased in with advanced counterparts during their first and second semester. Carol Werlinich, director of the Family Service Center, says that one of the strong points of the program is that the students can learn the theory during the day and put it into practice in the evening.

"I would say our students are the best in the country," Gaylin adds.

Gaylin says that, to his knowledge, the University of Maryland is the first and only state institution to be accredited for training family therapists and services. The program is 20 years old and the first of six in the United States to be accredited by the American

Association for Marriage and Family Therapy.

The graduate program is very selective, Werlinich continues. "Of the inquiries made, fewer than one-tenth are accepted as students.

The marriage and family therapy program is based on national certification standards in the field, which the Maryland state standards are also based upon. Graduates from the program are then eligible for certification, both nationally and locally.

Most of the clientele are from the local community, not the student body. In the past, undergraduate students came to the clinic when they were having trouble with their parents, while graduate students sought help for marriage problems.

The center also takes referrals from local schools, social service agencies and the courts. The financial burdens being felt by the people in local communities are pushing them to look for affordable services, Gaylin says. Werlinich adds that the poor have fewer resources to draw from these days.

The clinic operates on a sliding scale fee system, with the number of people in the family and income determining the individual fee. Gaylin points out that the clinic's fees are modest in comparison to other

area clinics. Maryland faculty and staff get a discount of one-third off the sliding scale.

There has also been an increase in middle- and upper-income families at the clinic because of the shift to managed health care, which is often limited in its coverage of marriage and family therapy.

Gaylin says that the program has always operated on a limited budget, but that it is getting even harder to meet the demands from Maryland families. The clinic needs additional therapy space

and may even have to raise fees, "which," he adds, "we would loathe to do because our mission is to serve families of all income levels."

—JARED FEATHERSTONE



Interns are supervised by professional therapists who observe sessions from a room located above the interviewing area.

Photos by Janet Chismar



Ned Gaylin, director of clinical education and training, and Carole Werlinich, director of the Family Service Center, guide and assist the therapy interns.

Gender Affects Overnight Travel Assignments

Employed men are twice as likely as employed women to take an overnight work-related trip, but a recent study found that a woman's marital and motherhood status is not the reason for the disparity.

"Our findings challenge the notion that women are not traveling to the extent of men because they are married, have children, or both," says sociologist Harriet Presser, director of the Center on Population, Gender, and Social Inequality. Presser co-authored the study with Joan Hermsen.

In fact, Presser and Hermsen found that marital status and children made no significant difference among men or women in the likelihood of traveling overnight once differences among individuals in their job and background characteristics, such as age, education and race, were controlled.

This is the first detailed national analysis of gender differences in work-related overnight travel.

Using data from the 1987-88 National Survey of Families and Households, Presser and Hermsen sought to determine whether there was a gender difference in factors such as occupation and marital status that affect the likelihood of work-related overnight travel, and whether differences in background characteristics such as age, race and education, adequately explain gender differences in the likelihood of travel.

While the study suggests that gender discrimination may account for women traveling less, it did not find race or ethnicity to be a significant factor in employers selecting women for business travel. But it did find that race plays a role in travel by men.

White men are 1.6 times more likely to travel than non-white men, according to Presser and Hermsen. "Among men it appears that race is a significant employer constraint," says Presser. "Our study shows that after adjusting for differences in job, family, and background characteristics, being non-white or Hispanic decreases men's likelihood of travel."

For both men and women, age and education increase the likelihood of travel. Also increasing the likelihood of travel is an executive or professional position in a core service industry.

Presser and Hermsen believe that work-related overnight travel may be regarded as a scarce and valued resource because of the freedom, autonomy and status it brings and because it may facilitate access to other resources such as greater earnings and job mobility. "We consider women's work-related overnight travel as a significant but neglected gender equity issue that reflects the extent of women's penetration into the world of paid work as a central rather than peripheral member," they write in their study.

Engineering Research Center Recognizes Excellence in Industry Throughout the State

The Engineering Research Center presented Awards of Excellence at an April 9 event to companies partnering with the university to advance industry in the state. The awards recognized nine companies and several individuals from industry, as well as the faculty experts and students who worked to turn technology into economic growth.

Hughes Network Systems in Gaithersburg received an award for its DirecPC software for a low-cost satellite-receiving device that can deliver communications from the Internet to the user at a much faster rate than currently available. University assistance under a Maryland Industrial Partnerships matching grant helped develop this product.

"The Engineering Research Center plays a key role in the university's efforts to meet the research and training needs of Maryland industry," says Pres. William E. Kirwan.

The Technology Advancement Program, an incubator for technology-based start-up companies, honored its graduate of distinction, Martek Biosciences Corporation of Columbia. Martek's first commercial project, an infant formula additive, supplies fatty acids found in mother's milk but not in infant formulas currently on the market. Martek has licensing agreements with producers covering 45 percent of the \$5 billion infant formula market.

"Our relationship with the University of Maryland and the ERC gave Martek early technical credibility as a start-up company. The university gave us access

to equipment at a time when we couldn't afford it and didn't have appropriate equipment," says Martek CEO Henry "Pete" Linsert Jr.

An award for environmental achievement was presented to Anchor Fence Inc., a Baltimore company since 1929. Anchor Fence experienced difficulty monitoring the amount of zinc in its industrial waste water treatment system. A Technology Extension Service team analyzed the processes and recommended modifications to equipment and the processing operation. Since implementation, the variability of the zinc levels has been reduced significantly and the system maintains consistent results.

K & L Microwave, Inc., in Salisbury received the award for best use of a university laboratory. Their innovative microwave filter design process was developed through the Microwave Laboratory directed by Kawthar Zaki, professor of electrical engineering. With the new technology, K & L diversified from military to business and has substantially increased revenue and employment.

A committee determined the awards based upon economic contributions to the state of Maryland as well as utilization of university resources.

The ERC Awards of Excellence credit these companies for tapping university expertise while investing their own resources to grow new products and services and strengthen manufacturing in Maryland.